COLLEGE AND UNIVERSITY SALARIES

In Ten Mid-Western States

1986-87 Academic Year

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol Complex, Oklahoma City

February 1987

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1986-87 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

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HIGHLIGHTS

Sources of Data.--Data for the 1986-87 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities*, 50 senior colleges, and 67 junior colleges outside Oklahoma and Two universities, ten senior colleges, and fourteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities	- 80.4%
State Senior Colleges	- 85.0%
Public Junior Colleges	- 74.1%

University Salaries.--Average faculty salaries at state universities in the region range from $27,257 to $40,263. The median of means for 35 state universities is $33,528.

Senior College Salaries.--Average faculty salaries at state senior colleges in the region range from $23,943 to $34,071. The median of means for 51 state senior colleges included in the survey is $28,781.

Junior College Salaries.--Average faculty salaries at public junior colleges in the region range from $20,153 to $37,982. The median of means for 60 public junior colleges included in the survey is $25,021.

Presidents' Salaries.--The average salary for presidents of universities in the region is $95,035; for state senior colleges, $72,800; and for public junior colleges, $63,338.

University Staff Benefits.--The average staff benefits for 9-10 month faculty at state universities in the region range from $5,643 in Iowa to $7,759 in Arizona.

Senior College Staff Benefits.--The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $3,769 in Oklahoma to $5,971 in Arkansas.

Junior College Staff Benefits.--The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $4,296 in Arkansas to $7,158 in Arizona.

Presidents' Staff Benefits.--The average staff benefits for presidents' of universities in the region is $15,065; for state senior colleges, $12,789; and for public junior colleges, $10,517.

University Student-Faculty Ratios.--At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 9.9 to 27.8. The median is 16.7.

Senior College Student-Faculty Ratios.--At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 9.6 to a high of 26.8. The median is 19.2.

Junior College Student-Faculty Ratios.--At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 7.1 to a high of 26.8. The median is 18.7.

Ten-State Average Faculty Salary Comparison.--The average faculty salary for Oklahoma universities is $2,089 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $624 above the regional average for similar institutions. The Oklahoma state junior college average is $939 below the regional average.

*For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

PUBLIC INSTITUTIONS INCLUDED IN THE 10-STATE FACULTY SURVEY

ARIZONA

Arizona State University
Arizona Western College
Maricopa County Community College
Northern Arizona University
Northland Pioneer College
University of Arizona

ARKANSAS

Arkansas State University
Arkansas Tech University
Henderson State University
Phillips County Community College
Southern Arkansas University
University of Arkansas
University of Arkansas - Little Rock
University of Arkansas - Monticello
University of Arkansas - Pine Bluff
University of Central Arkansas

COLORADO

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Community College of Aurora
Community College of Denver
Fort Lewis College
Mesa College
Metropolitan State College
Otero Junior College
Pikes Peak Community College
University of Colorado - Colorado Springs
University of Colorado - Denver
University of Northern Colorado
University of Southern Colorado
Western State College of Colorado

IOWA

Des Moines Area Community College
Ellsworth Community College
Hawkeye Institute of Technology
Indian Hills Community College
Iowa Lakes Community College
Iowa State University
Iowa Valley Community College District
Iowa Western Community College
North Iowa Area Community College
University of Northern Iowa
Western Iowa Tech Community College

KANSAS

Coffeyville Community College
Colby Community College
Emporia State College
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Pittsburg State University
Seward County Community College
University of Kansas
Wichita State University

MISSOURI

Central Missouri State University
Jefferson College
Lincoln University
Missouri Southern State College
Missouri Western State College
Northwest Missouri State University
Southeast Missouri State University
Southwest Missouri State University
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

NEBRASKA

Central Community College
Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College
Western Technical Community College Area

NEW MEXICO

Eastern New Mexico University
Eastern New Mexico University - Roswell
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogordo
New Mexico State University - Carlsbad
New Mexico State University - Dona Ana
New Mexico State University - Grants
University of New Mexico

OKLAHOMA

Cameron University
Carl Albert Junior College
Central State University
Connors State College
East Central University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern State University
Northern Oklahoma College
Northwestern Oklahoma State University
Oklahoma City Community College
Oklahoma Panhandle State University
Oklahoma State University
Rogers State College
Rose State College
Sayre Junior College
Seminole Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science and Arts of Oklahoma
Western Oklahoma State College

TEXAS

Amarillo College
Angelina College
Bee County College
Blinn College
Cisco Junior College
Houston Community College
Howard County Junior College
Lamar University
Midwestern State University
North Harris County College
North Texas State University
Pan American University
Paris Junior College
Prarie View A&M University
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State Univ.
Sul Ross State University
Tarrant County Junior College
Texas A & I University
Texas A&M University
Texas A&M University - Galveston
Texas State Technical Institute
Trinity Valley Community College
Tyler Junior College
University of Houston - Clear Lake
University of Texas - Arlington
University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
University of Texas - San Antonio
University of Texas - Tyler
Universwity of Texas - Permian Basin
West Texas State University

TABLE 1
AVERAGE 9-10 MONTH SALARIES FOR "BIG 8" INSTITUTIONS, 1986-87

Institution	Rank	Average Salary
University of Kansas	1	$36,848
Iowa State University	2	35,231
University of Missouri - Columbia	3	34,357
University of Nebraska - Lincoln	4	34,122
University of Oklahoma	5	33,017
Kansas State University	6	32,980
Oklahoma State University	7	32,767
University of Colorado - Boulder	N/A	N/A
All Institutions		$34,358

TABLE 1A
AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1986-87

Institution	Rank	Average Salary
University of Arizona	1	$40,263
Arizona State University	2	40,006
University of Texas - Austin	3	39,509
University of Missouri - Rolla	4	38,096
Texas A&M University	5	37,756
University of Kansas	6	36,848
Colorado State University	7	36,529
Iowa State University	8	35,231
University of Arkansas	9	34,650
University of Missouri - Columbia	10	34,357
University of Nebraska - Lincoln	11	34,122
University of Missouri - Kansas City	12	34,013
New Mexico State University	13	33,291
University of New Mexico	14	33,130
University of Oklahoma	15	33,017
Kansas State University	16	32,980
Oklahoma State University	17	32,767
All Institutions		$36,259

TABLE 1B
AVERAGE 9-10 MONTH SALARIES AND STUDENT FACULTY RATIOS
IN STATE UNIVERSITIES, 1986-87

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Arizona	1	$40,263	16.1	Kansas State University	21	$32,980	15.0
Arizona State University	2	40,006	15.8	Oklahoma State University	22	32,767	16.7
University of Texas - Austin	3	39,509	20.5	North Texas State University	23	32,753	17.5
Coloardo School of Mines	4	38,678	N/A	Sam Houston State University	24	31,786	24.1
University of Missouri - Rolla	5	38,096	10.3	University of Northern Colorado	25	31,727	18.8
Texas A&M University	6	37,756	15.5	University of Texas - El Paso	26	31,332	16.8
University of Texas - Dallas	7	37,487	10.2	University of Texas - Arlington	27	29,898	17.7
University of Kansas	8	36,848	17.5	Texas A & I University	28	29,595	19.6
Colorado State University	9	36,529	16.4	Stephen F. Austin State University	29	29,589	27.8
Iowa State University	10	35,231	14.1	University of Northern Iowa	30	29,557	18.4
University of Arkansas	11	34,650	15.5	Wichita State University	31	29,498	16.7
Northern Arizona University	12	34,447	18.1	University of Nebraska - Omaha	32	28,402	19.9
University of Missouri - Columbia	13	34,357	N/A	Lamar University	33	27,257	18.2
University of Colorado - Denver	14	34,233	16.5				
University of Nebraska - Lincoln	15	34,122	N/A				
University of Missouri - Kansas City	16	34,013	9.9				
University of Missouri - St. Louis	17	33,528	N/A				
New Mexico State University	18	33,291	17.4				
University of New Mexico	19	33,130	13.2				
University of Oklahoma	20	33,017	14.6				
All Institutions						$34,858	

TABLE 2
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1986-87

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Houston - Clear Lake	1	$34,071	19.2
Central State University	2	33,465	22.9
University of Colorado - Colorado Spring	3	33,384	17.6
University of Arkansas - Little Rock	4	33,126	15.0
Southwestern Oklahoma State University	5	32,246	21.0
Southwest Missouri State University	6	31,961	19.5
University of Texas - San Antonio	7	31,340	22.5
University of Southern Colorado	8	31,225	18.2
University of Texas - Permian Basin	9	30,895	15.0
Metropolitan State College	10	30,837	21.3
Central Missouri State University	11	30,417	18.0
Missouri Southern State College	12	30,189	18.0
Southeast Missouri State University	13	30,185	18.0
Fort Lewis College	14	30,004	26.8
University of Central Arknasas	15	29,777	23.2
Prarie View A&M University	16	29,776	18.7
East Central University	17	29,713	20.4
Pan American University	18	29,654	25.7
Pittsburg State University	19	29,635	16.0
Emporia State College	20	29,411	15.1
University of Texas - Tyler	21	29,350	16.4
Arkansas State University	22	29,297	20.2
Northeastern State University	23	29,259	23.0
Eastern New Mexico University	24	28,963	19.9
Midwestern State University	25	28,911	19.3
Southern Arkansas University	26	28,781	17.6
University of Science & Arts of Oklahoma	27	28,636	16.7
Adams State College	28	28,577	20.0
Fort Hays State University	29	28,573	12.9
Northwest Missouri State University	30	28,550	17.6
West Texas State University	31	$28,411	19.2
Oklahoma Panhandle State University	32	28,306	15.8
Missouri Western State College	33	28,269	16.8
Southwest Texas State University	34	28,255	25.7
Henderson State University	35	28,174	20.0
Cameron University	36	28,085	20.6
Southeastern Oklahoma State University	37	27,955	20.8
Northwestern Oklahoma State University	38	27,812	21.6
Western State College	39	27,678	19.4
Arkansas Tech University	40	27,577	17.8
Chadron State College	41	27,472	22.5
Mesa College	42	27,184	22.4
Kearney State College	43	26,988	22.8
University of Arkansas - Pine Bluff	44	26,775	16.4
Texas A&M University - Galveston	45	26,704	9.6
Sul Ross State University	46	26,605	16.3
Peru State College	47	26,497	20.9
Langston University	48	26,027	18.5
University of Arkansas - Monticello	49	25,493	18.3
Wayne State College	50	25,466	21.4
Lincoln University	51	23,943	16.1
All Institutions		$29,656	

TABLE 3
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1986-87

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Maricopa County Community College	1	$37,982	N/A	Eastern New Mexico University - Roswell	31	$24,949	14.9
Johnson County Community College	2	32,581	16.7	Arapahoe Community College	32	24,860	20.9
North Harris County College	3	31,823	20.6	Otero Junior College	33	24,858	17.2
Tarrant County Junior College	4	30,432	N/A	Murray State College	34	24,841	17.9
Amarillo College	5	29,944	15.0	Seminole Junior College	35	24,787	19.7
Arizona Western College	6	29,523	15.7	Iowa Valley Community College District	36	24,599	17.1
Blinn College	7	29,193	26.8	Jefferson College	37	24,532	17.6
Northland Pioneer College	8	28,638	19.7	Sayre Junior College	38	24,292	25.5
Tyler Junior College	9	28,494	19.3	Howard County Junior College	39	24,291	11.4
North Iowa Area Community College	10	28,116	26.0	Angelina College	40	24,083	15.1
Tulsa Junior College	11	27,767	20.4	El Reno Junior College	41	24,044	21.1
Trinity Valley Community College	12	27,657	18.7	Community College of Aurora	42	23,980	15.2
Hutchinson Community College	13	27,440	14.7	Rogers State College	43	23,675	20.3
Eastern Oklahoma State College	14	27,045	23.5	Western Technical Community College Area	44	23,631	23.8
New Mexico State University - Carlsbad	15	26,976	18.2	Paris Junior College	45	23,511	17.2
Northeastern Oklahoma A&M College	16	26,547	21.2	Bee County College	46	23,309	15.9
Oklahoma City Community College	17	26,528	15.9	Colby Community College	47	23,133	N/A
Ellsworth Community College	18	26,294	19.1	Cisco Junior College	48	22,888	17.1
New Mexico State University - Alamogordo	19	26,134	19.0	Western Iowa Tech Community College	49	22,776	22.6
Carl Albert Junior College	20	25,750	13.9	Iowa Lakes Community College	50	22,519	N/A
Rose State College	21	25,578	25.3	Texas State Technical Institute	51	22,418	12.4
Community College of Denver	22	25,577	15.3	New Mexico State University - Grants	52	21,691	10.3
Northern Oklahoma College	23	25,567	25.3	Phillips County Community College	53	21,484	19.0
New Mexico Military Institute	24	25,485	N/A	Central Community College	54	21,444	14.7
Connors State College	25	25,467	24.5	Indian Hills Community College	55	21,324	11.4
Seward County Community College	26	25,459	12.2	Fort Scott Community College	56	21,292	25.1
Des Moines Area Community College	27	25,394	24.8	New Mexico State University - Dona Ana	57	21,287	7.1
Western Oklahoma State College	28	25,248	18.7	Hawkeye Institute of Technology	58	21,175	14.4
Houston Community College	29	25,113	22.1	Iowa Western Community College	59	20,848	13.8
Pikes Peak Community College	30	25,094	21.9	Coffeyville Community College	60	20,153	20.9
All Institutions						$26,844	

TABLE 4
AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1986-87

State and Type of Institution	No. of Institutions	Academic Rank: Distinguished Professor		Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
UNIVERSITY:													
Arizona	3	--	$ --	1,246	$48,664	969	$36,666	691	$30,303	212	$24,795	3,118	$39,243
Arkansas	1	15	57,986	322	41,601	209	32,933	181	27,520	61	19,257	788	34,650
Colorado	4	--	--	803	41,823	538	32,533	402	28,350	70	22,426	1,813	35,330
Iowa	2	30	53,471	633	41,701	483	32,075	520	27,356	152	20,642	1,817	33,473
Kansas	3	2	64,949	952	41,773	698	31,155	536	27,093	166	20,084	2,354	33,772
Missouri	4	6	66,247	898	42,045	704	32,831	559	28,523	157	22,015	2,324	34,711
Nebraska	2	--	--	613	39,591	413	29,709	334	25,658	69	20,170	1,429	32,541
New Mexico	2	4	55,539	505	41,712	393	31,285	388	26,212	82	21,910	1,372	33,199
OKLAHOMA	2	60	50,079	452	39,577	443	31,264	359	26,980	87	19,020	1,401	32,894
Texas	10	2	48,670	2,382	45,387	1,897	33,424	1,640	28,374	983	22,275	6,904	34,769
SENIOR COLLEGE:													
Arizona	--	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --
Arkansas	8	6	57,492	412	36,243	457	30,828	461	26,210	246	21,069	1,582	29,476
Colorado	7	1	67,000	431	34,906	311	29,080	268	25,627	50	21,144	1,061	30,236
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	3	1	50,400	236	33,765	230	29,169	137	25,201	69	21,600	673	29,228
Missouri	7	3	38,000	596	37,462	501	31,912	667	26,425	353	20,803	2,120	29,905
Nebraska	4	--	--	143	34,524	119	27,928	143	23,491	95	18,340	500	26,724
New Mexico	1	--	--	30	36,440	38	30,664	47	25,721	19	21,778	134	28,963
OKLAHOMA	10	--	--	390	35,673	287	32,509	490	28,482	318	22,744	1,485	30,134
Texas	11	2	28,548	490	37,687	648	31,239	609	25,742	328	21,187	2,077	29,558
JUNIOR COLLEGE:													
Arizona	3	--	$ --	--	$ --	--	$ --	--	$ --	636	$36,550	636	$36,550
Arkansas	1	--	--	--	--	--	--	--	--	53	21,484	53	21,484
Colorado	5	--	--	--	--	--	--	--	--	311	25,106	311	25,106
Iowa	9	--	--	73	28,042	52	23,200	49	20,527	777	23,322	951	23,534
Kansas	6	--	--	--	--	--	--	--	--	426	27,858	426	27,858
Missouri	1	--	--	--	--	--	--	--	--	101	24,532	101	24,532
Nebraska	2	--	--	--	--	--	--	--	--	184	22,264	184	22,264
New Mexico	6	--	--	11	33,155	22	28,768	60	24,328	98	23,323	191	24,832
OKLAHOMA	14	--	--	--	--	--	--	--	--	921	26,043	921	26,043
Texas	13	--	--	115	33,482	195	31,891	150	29,508	2,042	25,581	2,502	26,671

TABLE 5
COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES,
BY RANK, 9-10 MONTH FACULTY 1986-87

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$50,079	$56,287
Professor	39,577	43,689
Associate Professor	31,264	33,033
Assistant Professor	26,980	28,048
Instructor	19,020	22,035
Average for All Ranks	$32,894	$34,983
Senior College:		
Distinguished Professor	$ --	$48,727
Professor	35,673	36,257
Associate Professor	32,509	30,625
Assistant Professor	28,482	25,846
Instructor	23,744	20,845
Average for All Ranks	$30,134	$29,510
Junior College:		
Professor	$ --	$31,468
Associate Professor	--	29,955
Assistant Professor	--	26,609
Instructor	26,043	26,637
Average for All Ranks	$26,043	$26,982

TABLE 6

ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE INSTITUTION
NINE SELECTED STATES, 1986-87

Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Public Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	28	28	25	15	28	20	--	1	19	25	17
No. of Individuals	28	111	214	15	28	20	--	1	19	25	17
Salary:											
Highest	$141,251	$117,500	$ --	$78,948	$75,900	$59,500	$ --	$45,270	$62,818	$69,840	$67,260
Lowest	57,984	55,250	--	36,000	38,808	30,576	--	45,270	33,288	26,000	34,473
Average	95,035	72,572	69,764	53,120	58,295	43,191	--	45,270	46,706	44,824	48,943
Staff Benefits:											
No. of Institutions	28	28	25	15	28	20	--	1	19	25	17
No. of Individuals	28	111	214	15	28	20	--	1	19	25	17
Average	$15,065	$11,365	$10,898	$8,852	$9,736	$7,922	--	$8,130	$8,464	$8,363	$8,351
Senior College:											
No. of Institutions	40	38	35	24	39	29	1	1	27	35	19
No. of Individuals	40	119	188	24	39	29	1	1	27	35	19
Salary:											
Highest	$94,500	$74,000	$ --	$59,598	$54,624	$49,350	$24,240	$28,065	$55,116	$48,212	$56,000
Lowest	62,940	6,250	--	30,211	27,810	20,808	24,240	28,065	31,388	19,000	21,588
Average	75,927	56,544	53,010	43,168	39,779	34,166	24,240	28,065	41,032	35,015	38,719
Staff Benefits:											
No. of Institutions	40	38	35	24	39	29	1	1	27	35	19
No. of Individuals	40	119	188	24	39	29	1	1	27	35	19
Average	$12,789	$10,187	$8,800	$7,622	$6,925	$6,336	$5,127	$5,789	$7,144	$6,426	$6,943
Junior College:											
No. of Institutions	43	29	27	35	31	27	1	1	32	30	10
No. of Individuals	43	69	90	35	31	27	1	1	32	30	10
Salary:											
Highest	$99,275	$86,130	$ --	$80,700	$46,975	$48,412	$28,500	$34,000	$68,449	$50,917	$48,298
Lowest	43,000	36,053	--	28,197	24,600	19,000	28,500	34,000	25,000	18,000	25,000
Average	63,338	51,033	45,168	43,736	34,939	31,801	28,500	34,000	41,602	34,559	36,001
Staff Benefits:											
No. of Institutions	43	29	27	35	31	27	1	1	32	30	10
No. of Individuals	43	69	90	35	31	27	1	1	32	30	10
Average	$10,517	$8,489	$7,187	$6,846	$5,657	$4,482	$5,793	$6,697	$6,424	$5,991	$5,569

TABLE 7
AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1986-87

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	2,675	$2,460	$2,070	$2,560	$60	$81	$124	$403	$7,759
Arkansas	1	515	2,931	743	2,323	0	102	237	68	6,404
Colorado	3	1,419	3,338	680	0	28	86	190	1,697	6,019
Iowa	2	1,337	3,039	978	877	20	309	9	412	5,643
Kansas	3	1,988	2,439	896	2,370	34	189	235	72	6,234
Missouri	2	621	3,211	1,128	2,408	53	81	46	81	7,009
Nebraska	2	1,108	2,268	1,341	2,316	4	60	0	0	5,990
New Mexico	2	1,175	2,500	1,197	2,300	48	42	114	22	6,224
OKLAHOMA	2	1,185	3,541	807	2,251	67	376	83	50	7,175
Texas	10	6,138	2,815	869	2,600	31	62	95	528	7,001
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	8	1,360	2,640	872	1,984	122	109	113	131	5,971
Colorado	7	1,057	3,378	1,551	286	20	81	98	58	5,474
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	580	1,996	850	2,037	39	60	222	143	5,347
Missouri	7	2,022	2,059	933	1,803	1	85	0	150	5,031
Nebraska	4	478	1,592	1,049	1,897	0	72	0	0	4,611
New Mexico	1	134	2,201	1,103	2,070	74	32	145	110	5,735
OKLAHOMA	10	1,410	189	724	2,155	84	414	112	92	3,769
Texas	11	1,985	2,372	882	2,032	74	48	215	84	5,708
Junior College:										
Arizona	3	636	$2,022	$2,100	$2,614	$169	$41	$182	$31	$7,158
Arkansas	1	53	1,661	679	1,536	215	98	107	0	4,296
Colorado	5	305	3,071	881	0	319	158	140	33	4,603
Iowa	9	549	1,214	1,742	1,715	16	117	53	148	5,005
Kansas	6	390	882	1,264	1,981	66	70	71	873	5,207
Missouri	1	96	2,324	959	0	0	69	114	0	3,466
Nebraska	2	172	1,345	1,653	1,603	45	77	17	84	4,825
New Mexico	6	172	1,930	878	1,808	60	67	131	49	4,924
OKLAHOMA	14	803	1,066	917	1,894	85	192	82	265	4,500
Texas	12	1,310	2,356	1,062	1,139	70	33	127	101	4,888

TABLE 8
AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1986-87

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	443	$3,173	$2,259	$2,834	$90	$138	$187	$3,579	$12,259
Arkansas	1	273	3,820	856	2,756	0	105	307	88	7,932
Colorado	2	200	5,782	768	0	68	153	461	1,572	8,804
Iowa	2	481	4,854	946	23	1	508	0	607	6,939
Kansas	3	366	3,171	896	2,716	42	172	291	115	7,403
Missouri	2	171	4,057	903	2,714	68	79	40	98	7,958
Nebraska	2	321	2,827	1,349	2,646	8	60	0	0	6,890
New Mexico	2	197	3,247	1,023	3,025	37	89	195	74	7,690
OKLAHOMA	2	216	5,516	825	2,855	61	499	127	59	9,941
Texas	4	766	4,499	1,013	2,908	34	7	230	924	9,615
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	8	222	3,660	892	2,604	124	120	148	175	7,723
Colorado	2	4	4,280	1,441	0	0	240	170	33	6,162
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	93	2,898	936	2,906	57	88	289	250	7,424
Missouri	6	98	2,694	671	2,319	5	96	0	65	5,850
Nebraska	4	22	2,262	935	2,632	0	72	0	0	5,901
New Mexico	0	0	0	0	0	0	0	0	0	0
OKLAHOMA	8	80	445	722	2,568	80	486	139	111	4,551
Texas	6	91	3,344	953	2,738	151	35	1,550	110	8,880
Junior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	0	0	0	0	0	0	0	0	0	0
Colorado	1	6	3,211	936	0	42	180	53	0	4,422
Iowa	7	402	1,264	1,597	2,004	29	133	78	159	5,264
Kansas	5	36	808	1,122	2,114	88	60	74	815	5,081
Missouri	1	5	3,000	959	0	0	69	114	0	4,142
Nebraska	1	12	1,474	2,166	1,756	136	36	52	120	5,740
New Mexico	5	29	2,019	720	1,897	44	61	135	51	4,928
OKLAHOMA	13	115	1,143	914	2,099	79	184	90	210	4,718
Texas	13	975	2,428	1,042	1,199	159	10	73	495	5,406